Management

Management

MGT 305. Management and Organizational Behavior. 3 credits.
A study of management functions, decision processes and human behavior in business organizations. Ethical and political considerations are addressed, as are behavioral science research and its applicability to understanding organizational behavior. Prerequisites: Junior standing (60 hours) and a cumulative 2.0 grade point average in all courses taken at JMU. Open only to non-business majors.

MGT 320. Management of Innovation and Technology. 3 credits.
This course focuses on technological innovation as a primary source of achieving and sustaining competitive advantage for firms, from start-up to maturity. Students explore current challenges facing business leaders building firms that can consistently and successfully bring technological innovations to market. The course provides students with opportunities to integrate creativity, innovation, and problem-solving processes with course content and application projects and exercises. Prerequisites: COB 300 and management major, declared entrepreneurship minor or departmental permission.

MGT 325. Project Management. 3 credits.
This course focuses on the knowledge and skills needed to select, plan, schedule, evaluate, control, and complete a variety of complex projects that help achieve organizational goals. Students learn foundational concepts and current project management frameworks. Applying project management tools and techniques to workplace situations using project management software is emphasized. Prerequisites: COB 300 and management major, or departmental permission.

MGT 340. International Management. 3 credits.
A comparative analysis of management styles and organizational effectiveness across cultural boundaries and within other political, legal and economic environments. Prerequisites: COB 300 and management or international business major

MGT 357. Evidence-Based Decision Making. 3 credits.
This course provides students with the opportunity to use research and data analysis to explore managerial and organizational situations, and to develop and practice empirically based decision making skills. Students will learn about evidence based management, an approach to decision making based on the best obtainable evidence and unbiased organizational facts. The course will help students to develop the knowledge and skills needed to identify, access, interpret, and use factual information and empirical evidence to be more effective decision makers and managers. Prerequisites: COB 300 and management major, or departmental permission.

This course provides an overview of human resource policies and practices as a source of competitive advantage for organizations. Students gain a broad understanding of how to effectively implement policies relevant to managing human capital in order to build employee engagement and provide a strategic benefit to the
organization. Topics include recruitment, selection, placement, training, compensation, employee relations, management of employees, and recent trends in employment practices. **Prerequisite or corequisite: COB 300 for management majors; Prerequisite: PPA 265 for public personnel administration majors.**

**MGT/MS 370. Quality Management. 3 credits.**
An introduction to the management of quality in organizations. Topics include statistical quality control, the design of quality management systems, implementation, measurement and management issues in quality programs. **Prerequisites: COB 300 and junior standing.**

**MGT 375. Business Ethics and Social Responsibility. 3 credits.**
This course explores the nature of moral values, moral judgments, and ethical decision and behaviors in modern business organizations. Alternative perspectives of right and wrong will be considered. A highly interactive course, students will analyze and discuss ethics-related current events, case studies, real-world scenarios and common ethical dilemmas in order to improve skills in recognition, understanding and decision-making related to business ethics and social responsibility at various organizational levels. This course is open to students in any COB major provided they meet the course prerequisites. **Prerequisites: COB 300 and management major, or permission of instructor.**

**MGT 390. Organizational Leadership. 3 credits.**
This course provides a foundation for understanding and applying leadership knowledge and skills at the individual, dyadic, team, and organizational levels. It enables students to better understand leadership potential and ability in themselves and others, and utilize that knowledge to more effectively lead and manage in organizational settings. The course incorporates theory, cases, assessment tools, empirical evidence, and application-based exercises. Contemporary leadership theories and related frameworks involving values, attitudes, motivation, ethics, and group processes are used to foster leadership development. **Prerequisites: COB 300 and management major.**

**MGT 398. Special Topics in Management. 3 credits.**
This course is designed to allow students to explore areas of current topical interest or to exploit special situations. Course content will vary with each offering. Consult your adviser for current course content. **Corequisites or prerequisites: COB 300 and management major, or permission of instructor.**

**MGT 405. Topics in Management. 3 credits.**
This course is designed to allow exploration of areas of current topical, or unique, interest, or to leverage special situations. Course content will vary. Consult your adviser for specific topics each semester when the course is offered. Course may be repeated for credit when topics vary. **Prerequisite: Cumulative 2.0 GPA in all courses taken at JMU. Open only to non-business majors.**

**MGT 457. Business Analysis and Consulting Fundamentals. 3 credits.**
This course provides an overview of the consulting industry and the analytical practices used in the consulting process. Students examine the nature and purpose of consulting, explore the careers related to consulting, learn consulting frameworks and methods, and develop an understanding of the consultant-client relationship. Additionally students learn the steps in the consulting process (entry, diagnosis, assignment strategy and plan, proposal, and contract), as well as how to implement, evaluate, and terminate a project. **Prerequisites: MGT 357.**
MGT 460. Employment Law. 3 credits.
This course provides students with an in-depth understanding of federal regulations, court decisions and public labor policies that influence employment decisions, employee and labor relations, and employee safety and health. Includes historical evolution of federal legislation relating to employment, the labor movement and the emergence of public sector bargaining. Explores the impact of regulations, court cases and union contracts on general business operations. Prerequisites: COB 300 and MGT 365.

MGT 464. Industrial Psychology. 3 credits.
Motivation of workers, leadership, work groups; measurement of job performance and job satisfaction. Prerequisite: MGT 365.

MGT 465. Senior Seminar in Human Resource Management. 3 credits.
A study of advanced personnel management theory and techniques. Topics include development and implementation of policy and procedures; new techniques in planning, administration and evaluation of human resources management in organizations; and research problems. Prerequisites: Senior standing and MGT 365, or permission of instructor.

MGT 467. Business Analysis & Consulting Practicum. 3 credits.
This is an applied course where students will work in teams on consulting projects for businesses or organizations. Students apply the knowledge and skills developed in MGT 357 and MGT 457. Students engage in a comprehensive consulting experience designed to build competence and confidence in analysis, problems solving, and managing client relations. Grades will be determined largely by the quality of client deliverables. Prerequisite: MGT 357.

MGT 470. Acquiring & Developing Human Capital. 3 credits.
This course provides an in-depth study and application of staffing concepts and practices, including how to identify, place, and develop the best candidates for a given position. Topics include workforce planning, recruitment, selection, the training and development of employees, and succession planning. Prerequisite: MGT 365.

MGT 471. Entrepreneurship & Small Business Management. 3 credits.
This course provides an in-depth examination of entrepreneurship and its impact and significance in the global economy, including a focus on small business. Students will learn theory and then apply it through experiential exercises and a number of different engagements. This course explores topics such as the entrepreneurial process, idea generation methodology, sources of funding, growth, succession planning, and exit strategies. Students engage in activities such as feasibility analysis, selection of appropriate entry and growth strategies, and firm valuation techniques. Prerequisites: COB 300 and management major, or permission of instructor.

MGT 472. New Venture Creation. 3 credits.
This experiential course explores the context and entrepreneurial process of creating new ventures. Students work in multidisciplinary teams to recognize and evaluate opportunities, develop feasible business models, and demonstrate high-performance team practices. Working with experienced entrepreneurs, teams develop and apply financing strategies for the prelaunch and launch of new ventures. Prerequisite: MGT 471 or permission of instructor.

MGT 475. Managing & Retaining Human Capital. 3 credits.
This course provides an in-depth study of two major aspects of HR policy and practice: performance management and compensation systems. Students participate in applied
exercises and projects that focus on best practices in performance management and performance appraisal systems. The design of compensation and benefits systems is studied as a means to effectively retain workers. Prerequisite: MGT 365.

MGT 480. Organization Theory and Design. 3 credits.
Examines the theory and research underlying the design of complex organizations. Takes a macro approach to the study of organizations, placing particular emphasis upon the interaction between an organization and its environment and the impact that the environment has on organizational design, structure and processes. Prerequisites: COB 300 and management major.

MGT 481. Negotiation and Dispute Resolution. 3 credits.
The purpose of this course is to develop an understanding and effective improvement of participants' skills in the areas of both business and interpersonal negotiations. Through case-based exercises, attention will be given to various strategies for negotiation including distributive, integrative, intra-organizational and multi-lateral bargaining. Additional applications include how negotiation skills can serve as tools for conflict resolution in the workplace and broader life experiences. Prerequisites: COB 300 and senior standing (90 hours).

MGT 490. Special Studies in Management. 1-3 credits.
Designed to give capable students in management an opportunity to complete independent study under faculty supervision. Prerequisites: Management major and senior standing (90 hours); recommendation of the instructor and written permission of the director prior to registration.

MGT 494. Management Internship. 3 credits.
A course providing an opportunity to work in and with local industry to gain insight into the real side of modern management. Prerequisites: Management major, senior standing (90 hours), MGT 365, MGT 340 or MGT 390, minimum cumulative GPA of 2.800, recommendation of the instructor and written permission of the program director prior to registration.

MGT 495. Human Resources Internship. 3 credits.
Internship in the area of human resource management as a generalist or in a specific area. Prerequisites: Management major, senior standing (90 hours), MGT 365, MGT 340 or MGT 390, minimum cumulative GPA of 2.800, recommendation of the instructor and written permission of the program director prior to registration.

MGT 498. Special Topics in Management. 3 credits for each course.
This course is designed to allow explorations of areas of current topical concern or to exploit special situations. Course content will vary. For current course content consult your adviser. Prerequisites: COB 300 and management major and senior standing (90 hours).

MGT 499. Honors. 1-6 credits.
Year course. See catalog section “Graduation with Honors.”